1. Plaintiffs DALAL ABEDRABO, STEPHEN CORONADO, SHANTAL CORRAL, DAVID FLORES, BRIAN HICKS and ABDUL H. KAKAR are current and former employees of the Defendants who elect to opt into this action pursuant to the Fair Labor Standards Act ("FSLA"), 29 U.S.C. §§ 216(b), that they are: (i) entitled to unpaid wages from defendants AT&T MOBILITY LLC

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- 1 ("AT&T Mobility"), AT&T INC., AT&T CORP.(AT&T Mobility, AT&T Inc. and
- 2 AT&T Corp. are collectively referred to herein as "AT&T" or the "Corporate
- 3 Defendants") and DOES # 1-10 (the "Individual Defendants" and, collectively with
- 4 AT&T, the "Defendants") for work performed for which they received no

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- 5 compensation at all; (ii) unpaid wages for overtime work for which they did not
- 6 receive overtime premium pay, as required by law, and (iii) entitled to liquidated
- 7 | damages, costs and attorneys fees pursuant to the FLSA, 29 U.S.C. §§201 el seq.

JURISDICTION, VENUE AND JOINDER

- 2. This action arises under 29 U.S.C. §216(b), the Fair Labor Standards Act ("FLSA"). This Court has subject matter jurisdiction over this matter pursuant to 28 U.S.C. §§ 1331 and 1337. In addition, the Court has jurisdiction over Plaintiffs' claims under the FLSA pursuant to 29 U.S.C. § 216(b).
- The Central District of California, Southern Division has personal 3. jurisdiction over the parties in this matter. Plaintiffs DALAL ABEDRABO, STEPHEN CORONADO, SHANTAL CORRAL, DAVID FLORES, BRIAN HICKS and ABDUL H. KAKAR are, and at all relevant times were, citizens of the State of California. Defendants AT&T MOBILITY LLC, a Delaware Limited Liability Company; AT&T INC., a Delaware Corporation; AT&T CORP., a New York Corporation; AT&T MOBILITY WIRELESS OPERATIONS HOLDINGS, INC., a Delaware Corporation (collectively referred to as "AT&T" or "Defendants"), operate in California, including in Orange County, and are registered as business entities engaged in commerce within the State of California with the California Secretary of State. Defendants are qualified to do business in California, have directors, officers and employees who reside in California, and have contracted with individuals in California for marketing, production, sales, distribution, and servicing of their wireless and mobile phone products. Defendants have mailing addresses at their retail stores throughout California, including stores in Orange County, which have employed Plaintiffs DALAL ABEDRABO, STEPHEN

- CORONADO, DAVID FLORES, BRIAN HICKS and ABDUL H. KAKAR. 1
- Plaintiffs SHANTAL CORRAL and STEPHEN CORONADO worked for 2
- Defendants in the State of California at all relevant times herein. Additionally, 3
- Defendants have marketed their mobile phone and wireless services to California
- customers at retail stores throughout the state. The acts and omissions which are 5
- outlined in this Complaint, took place within the state of California. 6

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- Venue is proper in this district as Defendants have sufficient contacts 4. with the State of California and the County of Orange sufficient to subject them to personal jurisdiction in this district pursuant to 28 U.S.C. §1391(c).
- This Court is empowered to issue a declaratory judgment pursuant to 5. 28 U.S.C. §§ 2201 and 2202.
- Joinder of all Plaintiffs in a single action is proper pursuant to Federal Rule of Civil Procedure 20(a)(1)(A) and (B).

THE PARTIES

- Plaintiff DALAL ABEDRABO ("Abedrabo") was, at all relevant 7. times, an adult individual, residing in Anaheim, California, County of Orange, which is located within the jurisdiction of the Central District of California, Southern Division. Abedrabo was an employee, as defined by 29 U.S.C. §203(e) of Defendants. Abedrabo is a former Sales Representative employee of Defendants and regularly worked more than 40 hours per week for which he believes he was not paid overtime wages.
- Plaintiff STEPHEN CORONADO ("Coronado") was, at all relevant 8. times, an adult individual, residing in California, County of Orange, which is located within the jurisdiction of the Central District of California, Southern Division. Currently Coronado is a resident of Sevierville, Tennessee. Coronado was an employee, as defined by 29 U.S.C. §203(e) of Defendants. Coronado is a former Retail Sales employee of Defendants and regularly worked more than 40 hours per week for which he believes he was not paid overtime wages.

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- 9. Plaintiff DAVID FLORES ("Flores") was, at all relevant times, an adult individual, residing in Anaheim, California, County of Orange, which is located within the jurisdiction of the Central District of California, Southern Division. Flores was an employee, as defined by 29 U.S.C. §203(e) of Defendants.
- Flores is a former Sales Representative employee of Defendants and regularly
- worked more than 40 hours per week for which he believes he was not paid overtime wages.
 - Plaintiff BRIAN HICKS ("Hicks") was, at all relevant times, an adult 10. individual, residing in Yorba Linda, California, County of Orange, which is located within the jurisdiction of the Central District of California, Southern Division. Hicks was an employee, as defined by 29 U.S.C. §203(e) of Defendants. Hicks is a former Sales Representative employee of Defendants and regularly worked more than 40 hours per week for which he believes he was not paid overtime wages.
 - 11. Plaintiff ADBUL H. KAKAR ("Kakar") was, at all relevant times, an adult individual, residing in Lake Forest, California, County of Orange, which is located within the jurisdiction of the Central District of California, Southern Division. Kakar was an employee, as defined by 29 U.S.C. §203(e) of Defendants. Kakar is a former Retail Sales Cons employee of Defendants and regularly worked more than 40 hours per week for which he believes he was not paid overtime wages.
 - 12. Plaintiff SHANTAL CORRAL ("Corral") was, at all relevant times, an adult individual, residing in San Leandro, California. Corral was an employee, as defined by 29 U.S.C. §203(e) of Defendants. Corral is a former Retail Sales Cons employee of Defendants and regularly worked more than 40 hours per week for which she believes she was not paid overtime wages.
 - Upon information and belief, Defendant AT&T Mobility is a foreign 13. corporation authorized to do business within the State of New York with operating facilities in this district and throughout the United States.
 - Upon information and belief, Defendant AT&T Inc. is a foreign

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corporation doing business within this district and throughout the United States.

- Upon information and belief, Defendant AT&T Corp. is a New York 15. corporation authorized to do business within the State of New York with operating facilities within this district and throughout the United States.
- Upon information and belief, Does #1-10 represent the officers, directors and/or managing agents of the Corporate Defendants, whose identities are unknown at this time and who participated in the day-to-day operations of the Corporate Defendants and acted intentionally and maliciously and are "employers" pursuant to the FLSA, 29 U.S.C. §203(d) and regulations promulgated thereunder, 29 C.F.R. §791.2, as well as the New York Labor Law Sec. 2 and the regulations thereunder and are jointly and severally liable with the Corporate Defendants.

STATEMENT OF FACTS

- Defendant AT&T Mobility LLC ("AT&T Mobility") is the wholly 17. owned wireless subsidiary of Defendant AT&T Inc. and is the successor to Cingular. AT&T Mobility is the largest mobile phone company in the country, if not the world, with approximately 74.9 million U.S. subscribers. AT&T Mobility owns and/or operates approximately 1,800 wireless stores in more than 1,100 cities across the U.S., most all of which have at least one if not more assistant managers along with other nonexempt employees who are required to work over forty hours per week for which they are not paid overtime compensation as required by the FLSA.
- Plaintiffs were employed by AT&T in various sales positions in AT&T 18. stores in the County of Orange and throughout California. Throughout the relevant time period, Plaintiffs were provided with an AT&T Blackberry and/or wireless telephone and were required to review and respond to AT&T work related emails and text messages at all hours of the day, whether or not they were punched into AT&T's computer-based timecard system. Plaintiffs were also required to take and place telephone calls to other AT&T personnel and customers relating to store staffing, sales, discounting of merchandise, customer satisfaction concerns and other

- AT&T business concerns. Plaintiffs were required to participate on frequent conference calls which were held outside of her normally scheduled business hours (during which they were not "punched-in" to the AT&T timesheet program) and they were often required to work while they were "punched out" for lunch and to perform other work for AT&T outside their normal forty (40) hour work week, for which they were not paid any compensation.
- 19. In addition to requiring plaintiffs to review and respond to emails and texts, to take and place telephone calls and to participate on conference calls, plaintiffs were also required to review voluminous corporate and product information and to prepare for special events, such as the launch of each generation of the iPhone and to perform general work for Defendants. Plaintiffs were required to perform much of this work outside of their normally-scheduled work hours and they received no compensation for the hours that they worked for Defendants over forty-hours per week.
- 20. While Plaintiffs were classified as a non-exempt hourly employees, they were typically required to spend 10-15 hours per week reviewing and responding to email, texts, phone calls, participating on conference calls, studying/reviewing product information and corporate policies and performing other work for Defendants for which they were not paid any compensation.
- 21. Throughout the relevant time period, Plaintiffs were required to respond to emails, texts, phone calls, participate on conference calls and to review AT&T materials on their days off of work and at times that they were not "punched in" to the AT&T timesheet program. Because they were not punched into the timesheet program, Plaintiffs did not receive regular wages or overtime compensation for work performed.
- 22. Plaintiffs were informed by Defendants' management employees that they had to accept working the extra hours as this was a part of AT&T's standard business practices and that they were not allowed to put in for overtime for such

- 23. Throughout the relevant period, Plaintiffs frequently were required to pick up lunch and immediately return to the AT&T store and continued to work throughout their "lunch break," notwithstanding the fact that Defendants required them and/or their managers to record a 30 minute "lunch period" on their time records, resulting in Plaintiffs not being paid for time worked during lunch breaks.
- 24. Plaintiffs were required to work for Defendants well in excess of forty (40) hours per week, frequently requiring Plaintiffs to work from ten to twenty (10-20) hours of overtime per week without any additional regular or overtime compensation.
- 25. Plaintiffs' work was performed in the normal course of the Defendants' business and was integrated into the business of Defendants. The work performed by Plaintiffs required little skill and no capital investment.
- 26. Plaintiffs did not supervise other employees and their job duties did not include managerial responsibilities or the exercise of independent business judgment.
- 27. Plaintiffs often worked in excess of 40 hours a week, yet the Defendants willfully failed to pay Plaintiff's compensation for hours worked in excess of forty hours per week, including overtime compensation of one and one-half times her regular hourly rate in violation of the FLSA.
- 28. Throughout all relevant time periods, upon information and belief, and during the course of Plaintiffs' own employment, while Defendants employed Plaintiffs, the Defendants failed to maintain accurate and sufficient time records to reflect all of the hours that Plaintiffs worked.

FIRST CAUSE OF ACTION (FAIR LABOR STANDARDS ACT, 29 U.S.C. §201, et seq.)

29. Plaintiffs, collectively and individually, hereby re-allege and incorporate by reference paragraphs 1-27 as though fully set forth herein.

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- 30. At all relevant times Defendants have been and continue to be an employer engaged in interstate commerce and/or the production of goods for commerce, within the meaning of the FLSA, 29 U.S.C. §§ 206(a) and 207(a).
- At all relevant times, Defendants employed, and/or continues to 31. employ, Plaintiffs within the meaning of the FLSA.
- Upon information and belief, at all relevant times, the Corporate 32. Defendants have had gross revenues well in excess of \$500,000.00.
- The FLSA requires each covered employer, such as Defendants, to 33. compensate all non-exempt employees at a rate of not less than one and one-half times the regular rate of pay for all work performed in excess of forth (40) hours per week.
- At all relevant times, the Defendants had a policy and practice of 34. refusing to pay wages for all hours worked as well as overtime compensation to its employees for their hours worked in excess of forty hours per workweek.
- Plaintiffs are entitled to be paid overtime compensation for all overtime 35. hours worked.
- As a result of the Defendants' willful failure to compensate its 36. employees, including Plaintiffs, at a rate not less than one and one-half times the regular rate of pay for work performed in excess of forty hours in a workweek, the Defendants have violated, and continue to violate, the FLSA, 29 U.S.C. §§ 201 el seq., including 29 U.S.C. §§ 207(a)(1) and 215(a).
- As a result of the Defendants' failure to record, report, credit and/or 37. compensate its employees, including Plaintiffs, Defendants have failed to make, keep and preserve records with respect to each of its employees sufficient to determine the wages, hours and other conditions and practices of employment in violation of the FLSA, 29 U.S.C. §§ 201, el seq., including 29 U.S.C. §§ 211(c) and 215(a).
 - The foregoing conduct, as alleged, constitutes a willful violation of the 38.

FLSA within the meaning of 29 U.S.C. § 255(a).

39. Due to Defendants' FLSA violations, Plaintiff, on behalf of herself and the Collective Action members, are entitled to recover from Defendants their unpaid wages and overtime compensation, an additional amount equal as liquidated damages, additional liquidated damages for unreasonably delayed payment of wages, reasonable attorneys' fees and costs and disbursements of this action, pursuant to 29 U.S.C. § 216(b).

PRAYER FOR RELIEF

- 40. Wherefore, Plaintiffs, individually, respectfully request that this Court grant the following relief:
 - a. An order tolling the statute of limitations;
 - b. A declaratory judgment that the practices complained of herein are unlawful under the FLSA;
 - c. Appropriate equitable and injunctive relief to remedy Defendants' violations of federal law, including but not necessarily limited to an order enjoining Defendants from continuing their unlawful practices;
 - d. An award of unpaid minimum wages, wages for all hours worked and overtime compensation due under the FLSA;
 - e. An award of liquidated and/or punitive damages as a result of the Defendants' willful failure to pay for all hours worked as well as overtime compensation pursuant to 29 U.S.C. § 216;
 - f. An award of prejudgment and post-judgment interest;

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1	g. An award of costs and expenses of this action together with reasonable							
2	attorneys' fees under all applicable statutes, and;							
3	h. Such other and further relief as this Court deems just and proper.							
4								
5	DATED: September 9, 2011							
6	Katherine J. Odenbreit							
7	<u>kodenbreit@bpolaw√ers.com</u> Barge, Petersen & Odenbreit LLP							
8	18301 Von Karman Avenue, Suite 330							
9	Irvine, CA 92612							
10	Attorneys for Plaintiffs DALAL ABEDRABO, STEPHEN CORONADO,							
11	SHANTAL CORRAL, DAVID FLORES,							
12	BRIAN HICKS and ABDUL H. KAKAR							
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DEMAND FOR TRIAL BY JURY Pursuant to Rule 38(b) of the Federal Rules of Civil Procedure, Plaintiffs demand a trial by jury on all questions of fact raised by the complaint. Respectfully submitted, Dated: September 9, 2011 Katherine J. Odenbreit kodenbreit@bpolawyers.com Barge, Petersen & Odenbreit LLP 18301 Von Karman Avenue, Suite 330 Irvine, CA 92612 Attorneys for Plaintiffs DALAL ABEDRABO, STEPHEN CORONADO, SHANTAL CORRAL, DAVID FLORES, BRIAN HICKS and ABDUL H. KAKAR

SUMMONS

CV-01A (12/07)

UNITED STATES DISTRICT COURT, CENTRAL DISTRICT OF CALIFORNIA

I (a) PLAINTIFFS (Check box if you are representing yourself □) DALAL ABEDRABO, STEPHEN CORONADO, SHANTAI DAVID FLORES, BRIAN HICKS and ABDUL H. KAKAR		DEFENDANTS AT&T MOBILITY L	LC, et al.								
(b) Attorneys (Firm Name, Address and Telephone Number. If you yourself, provide same.) BARGE, PETERSEN & ODENBREIT LLP 18301 Von Karman Avenue, Suite 330 Irvine, California 92612 (949) 335-3500	are representing	Attorneys (If Known)									
II. BASIS OF JURISDICTION (Place an X in one box only.)		III. CITIZENSHIP OF PRINCIPAL PARTIES - For Diversity Cases Only (Place an X in one box for plaintiff and one for defendant.)									
☐ 1 U.S. Government Plaintiff ✓ 3 Federal Question (U.S. Government Not a Party)	***************************************	PTF DEF			rincipal Place s State		DEF □ 4				
☐ 2 U.S. Government Defendant ☐ 4 Diversity (Indicate Citizens of Parties in Item III)	Ship Citizen of An	other State	□2 □2	Incorporated and of Business in An		□ 5	□ 5				
	Citizen or Sul	oject of a Foreign Country	□3 □3	Foreign Nation		□6	□6				
IV. ORIGIN (Place an X in one box only.) 1 Original Proceeding State Court Appellate Court Reopened State Court Appellate Court Reopened State Court Reopen											
V. REQUESTED IN COMPLAINT: JURY DEMAND: ✓ Yes	3073			INIT. C							
CLASS ACTION under F.R.C.P. 23: Yes You		MONEY DEMANDED			atutas unlass dive	reity \					
VI. CAUSE OF ACTION (Cite the U.S. Civil Statute under which Fair Labor Standards Act, 29 U.S.C. Section 201, et seq.	you are ming and v	vrite a brief statement of ca	use. Do not c	ite juristictional sta	itutes uniess dive	rsity.)					
VII. NATURE OF SUIT (Place an X in one box only.)											
□ 430 Banks and Banking □ 130 Miller Act □ 450 Commerce/ICC Rates/etc. □ 140 Negotiable Instrument □ 150 Recovery of □ 150 Neverans □ 150 □ 150 Neveran	TORTS PERSONAL INJU 1310 Airplane 1315 Airplane Product Liability 1320 Assault, Libe Slander 1330 Fed. Employe Liability 1340 Marine 1345 Marine Product Liability 1350 Motor Vehicl 1355 Motor Vehicl 1360 Other Person Injury 1362 Personal Inju Med Malprac 1365 Personal Inju Product Liab 1368 Asbestos Per Injury Product Liability IMMIGRATIO 1462 Naturalizatio Application 1463 Habeas Corp Alien Detain 1465 Other Immig Actions	PROPERTY 370 Other Fraud 371 Truth in Ler 380 Other Perso Property Da 385 Property Da 385 Property Da 385 Property Da 422 Appeal 28 U 158 422 Appeal 28 U 158 423 Withdrawal USC 157 CIVIL RIGHT; 441 Voting 442 Employmer 443 Housing/Ac mmodations 444 Welfare 445 American w Disabilities Employmer 446 American w Disabilities Other Civil Rights		Motions to Vacate Sentence Habeas Corpus General Death Penalty Mandamus/ Other Civil Rights Prison Condition	TABB 710 Fair Lab Act	Mgmt. Is Mgmt. Is	Act TY 23) // ITS aintiff				
FOR OFFICE USE ONLY: Case Number: SACV11-01388 MLG											

AFTER COMPLETING THE FRONT SIDE OF FORM CV-71, COMPLETE THE INFORMATION REQUESTED BELOW.

UNITED STATES DISTRICT COURT, CENTRAL DISTRICT OF CALIFORNIA CIVIL COVER SHEET

VIII(a). IDENTICAL CASES: Has If yes, list case number(s):	this action been prev	ously filed in this court and dismissed, remanded or closed? Vo UYes					
VIII(b). RELATED CASES: Have If yes, list case number(s):	any cases been prev	ously filed in this court that are related to the present case? No Yes					
□ B. C □ C. F	Arise from the same of Call for determination or other reasons wo	and the present case: r closely related transactions, happenings, or events; or of the same or substantially related or similar questions of law and fact: or id entail substantial duplication of labor if heard by different judges; or ont, trademark or copyright, and one of the factors identified above in a, b or c also is present.					
IX. VENUE: (When completing the	following information	i, use an additional sheet if necessary.)					
		tide of this District; State if other than California; or Foreign Country, in which EACH name es is a named plaintiff. If this box is checked, go to item (b).	d plaintiff resides.				
County in this District:*		California County outside of this District; State, if other than Califor	California County outside of this District; State, if other than California; or Foreign Country				
Orange		Sevier, Tennessee; Alamenda, California					
		side of this District; State if other than California; or Foreign Country, in which EACH name es is a named defendant. If this box is checked, go to item (c).	d defendant resides.				
County in this District:*		California County outside of this District; State, if other than Califor	nia; or Foreign Country				
		Delaware, New York					
(c) List the County in this District; C Note: In land condemnation ca	-	side of this District; State if other than California; or Foreign Country, in which EACH claim of the tract of land involved.	arose.				
County in this District:*		California County outside of this District; State, if other than Califor	California County outside of this District; State, if other than California; or Foreign Country				
Orange							
* Los Angeles, Orange, San Bernarc Note: In land condemnation cases, use		tura, Santa Barbara, or San Luis Obispo Counties act of land involved					
X. SIGNATURE OF ATTORNEY (C	OR PRO PER):	where Openion Date 9/9/2011	·· · · · · · · · · · · · · · · · · · ·				
or other papers as required by law	This form, approve	1 Cover Sheet and the information contained herein neither replace nor supplement the filing a d by the Judicial Conference of the United States in September 1974, is required pursuant to Lo statistics, venue and initiating the civil docket sheet. (For more detailed instructions, see sepa	cal Rule 3-1 is not filed				
Key to Statistical codes relating to Soc	cial Security Cases:						
Nature of Suit Code	Abbreviation	Substantive Statement of Cause of Action					
861	НІА	All claims for health insurance benefits (Medicare) under Title 18, Part A, of the Social Security Act, as amended. Also, include claims by hospitals, skilled nursing facilities, etc., for certification as providers of services under the program. (42 U.S.C. 1935FF(b))					
862	BL	All claims for "Black Lung" benefits under Title 4, Part B, of the Federal Coal Mine Health (30 U.S.C. 923)	and Safety Act of 1969.				
863	DIWC	All claims filed by insured workers for disability insurance benefits under Title 2 of the Social Security Act, as amended; plus all claims filed for child's insurance benefits based on disability. (42 U.S.C. 405(g))					
863	DIWW	All claims filed for widows or widowers insurance benefits based on disability under Title 2 Act, as amended. (42 U.S.C. $405(g)$)	of the Social Security				
864	SSID	All claims for supplemental security income payments based upon disability filed under Titl Act, as amended.	e 16 of the Social Security				
865	RSI	All claims for retirement (old age) and survivors benefits under Title 2 of the Social Security $U.S.C.$ (g))	/ Act, as amended. (42				